

## 1. Equity – Leaves

APUO PROPOSAL – Presented to the employer on March 11, 2021

*This proposal is made without prejudice.*

### Sick leave

~~27.1.1.4~~ When a member cannot fulfill her assigned teaching responsibilities as a result of commencing or ending her sick leave mid-session, the Dean cannot require the member to make up for any missed teaching credits.

### Vacation leave

\*28.1.2 Vacation leave entitlement for Faculty Members, Counsellor Members, and Language Teacher Members is as follows: a Member employed for a full academic year is entitled to ~~twenty-seven (27) days~~ of vacation leave; a Member employed for less than a full academic year is entitled to a proportionally shorter vacation leave.

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\*28.1.8 **Vacation during academic leave** A member must take their allocated ~~number of vacation days as per 28.1.2~~ during any twelve (12) month academic leave and half (0.5) ~~of their allocated number of vacation days~~ during any six (6) month academic leave.

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### Vacation leave (librarians)

28.2.1.1 Every Librarian Member is entitled to a vacation leave, taken and paid in the manner set forth in this section, of ~~twenty-seven (27)~~ working days for every year of continuous service.

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28.2.1.3 The number of days of vacation leave to which the member is entitled shall be calculated for a calendar year, from 1 January to 31 December inclusively. On 1 January of every year, a librarian becomes eligible for the annual leave accumulated during the preceding year, in accordance with 28.2.1.1. The number of days of vacation leave to which a member who has not completed a full year of service is entitled shall be calculated as follows: the prescribed number of working days of annual leave ~~as per 28.2.1.1~~ times the number of calendar days for which the member has been at the University's employ, divided by 365.

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\*28.2.1.5 **Vacation during academic leave** A member must take ~~their allocated number of vacation days as per 28.2.1.1~~ during any twelve (12) month academic leave and half (0.5) ~~of their allocated number of vacation days~~ during any six (6) month academic leave.

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## 29 Other leaves

~~29.1.4~~ When a member cannot fulfill her assigned teaching responsibilities as a result of commencing or ending pregnancy or parental leave mid-semester, the Dean cannot require the member to make up for any missed teaching credits.

### 29.2.3 Parental leave

\*29.2.3.5 If the parental leave is taken, remuneration up to a total of ~~twenty-two (22)~~ weeks, as defined by eligibility for the applicable government program, shall be as follows.

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(a) Subject to the applicable government program, the Member may elect to take up to a further ~~twenty-two (22)~~ weeks available under the top-up plan as a parental leave. If the parental leave is taken in context of the Member on pregnancy leave, the Member shall then receive

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remuneration outlined in 29.2.2.3 c) following the conclusion of the parental leave. If the parental leave is taken without the context of a pregnancy leave, the Member shall receive remuneration for the period of ~~twenty-two (22)~~ weeks available under the top-up plan.

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\*29.2.4.1 A Member eligible for any of the following special leaves shall return to the position that she held prior to the leave, with no loss of service for seniority purposes:

...

- (e) Income averaging for Librarians: Leave with income averaging is a short-term leave that can accommodate a Librarian Member requesting leave without pay for a single period of between one (1) month and a maximum of three (3) months during an academic year (July 1 – June 30). The request for leave with income averaging shall be made directly to the University Librarian, by September 1, of the preceding academic year. The University Librarian shall consult with the Member's immediate supervisor and the LPC on whether it is feasible in light of the requirements of the Member's duties. Librarian Members with continuing appointments are eligible for leave with income averaging.

The Member's salary shall be reduced over the academic year in which the income averaging takes place. Salary will be reduced and averaged out over a twelve (12) month period to reflect the reduced time at work.

A Librarian Member cannot avail themselves of this provision more than once every ~~three (3)~~ years. The provisions contained herein cannot impact more than ten (10) Librarian Members per year.

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**29.2.4.2 Family Medical Leave** A member who qualifies for a Family Medical Leave as per 29.2.4.1(c) shall receive a supplementary employment benefit computed on the Member's regular salary for a total of eight (8) weeks. For the Employment Insurance waiting period, the Member will receive ninety-five percent (95%) of her regular salary. For the following weeks, the Member will receive the difference between the Employment Insurance benefits to which the member is entitled and ninety-five percent (95%) of her regular salary.

The supplementary employment benefit shall be provided even if a Member is disentitled or disqualified from receiving Employment Insurance benefits or should EI cease to provide coverage for Family Medical Leave or adjust the amount of benefits that were received.

**29.2.4.3 Critical Illness Leave** A member who qualifies for a Critical Illness Leave as per 29.2.4.1(d) shall receive a supplementary employment benefit computed on the Member's regular salary for a total of eight (8) weeks. For the Employment Insurance waiting period, the Member will receive ninety-five percent (95%) of her regular salary. For the following weeks, the Member will receive the difference between the Employment Insurance benefits to which the member is entitled and ninety-five percent (95%) of her regular salary.

The supplementary employment benefit shall be provided even if a Member is disentitled or disqualified from receiving Employment Insurance benefits or should EI cease to provide coverage for Family Medical Leave or adjust the amount of benefits that were received.

**New Section**

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### 29.2.5 Laboratory/Supervision and Leaves

29.2.5.1 In order to support Members' research momentum, when a Member is planning to be away on pregnancy leave (as per 29.2.2), parental leave (as per 29.2.3), family medical leave (as per 29.2.4.1 c), critical illness leave (as per 29.2.4.1 d) or an long-term disability (as per 40.2), and she is managing a laboratory and/or supervising personnel, she may request funds to cover the costs of research needs that arise as a result of the leave. Example of research needs might include the following:

i) support of a post-doctoral fellow or a graduate student to help manage lab activities or supervise personnel; or

ii) funds to bring collaborators to the University during the leave period;

29.2.5.2 An application for assistance may be initiated by a Member and must be submitted to the Member's Dean within ten (10) working days of advising the Dean of the purpose of the leave.

29.2.5.3 Upon receipt of an application, the Dean shall request a recommendation from the FTPC. Once the recommendation is received, the Dean will forward a copy of her recommendation to the Member for written comments. Within ten (10) working days of receiving the Member's comments, the Dean shall decide on the request. The Dean will forward a copy of her decision to the Association.

### **29.3 Leave of absence**

\*29.3.1 A leave of absence with or without pay may be granted by the Employer to a Member for any of the following reasons:

- (a) to provide the Member with a period in which to pursue studies, undertake retraining, or otherwise expand or improve her qualifications as a scholar, teacher, or professional;
- (b) to allow the Member to assist, or provide services to, a learned or professional society, an organization such as CAUT, AUCC, OCGS, or the like, or to a municipal, provincial, national, or international agency, or the like;
- (c) to allow the Member to provide a community, regional, national or international group or project with services relevant to the Member's academic discipline or profession;
- (d) to attend as witness or juror, in accordance with 29.3.7;
- (e) to campaign for or hold public office, in accordance with 29.3.8;
- (f) to care for a person defined in 40.1.4 or a spouse or a parent (hereinafter referred to as a special family leave).

Leaves of type (a), (b), (c), and (f) shall not normally exceed two (2) consecutive years.

Librarian Members may apply for academic leave pursuant to section 31.2 and for leave without pay pursuant to section 31.3 and may, in circumstances not dealt with in sections 31.2 or 31.3, apply for leave of absence pursuant to the provisions of this section. Language teacher Members may apply for professional leave pursuant to section 29.4 and may apply for any other leave of absence pursuant to the provisions of this section.

Notwithstanding the above, a Member shall be considered on a leave of absence for medical reasons if she is on sick leave past the maximum period of eligibility as per section 27.1.3, and she is not in receipt of long-term disability benefits.